

B chfi Z'%%&. 'Gc 'fYhhYgh'Xi '@YVYb ']b B chZÄ`Yb ']b 'F cghc W_°

5_hi Y`Y'Dc`]nY]a Y`Xi b[Yb'Ui g'F cghcW_ni 'I bZÄ`Ybž
J YfVfYWX Yb'i bX'BchZU`j Yf\U'hYb '!k]WXh][Y'ϕZcfa Uh]cbYb
ZØf'X]Y'FY[]cb"



F cghc W_ž'8Yi hgWk`UbX'!'ϕ'8Yi hgWk`UbX'k]fX'G]WXYf\Y]h
[fc» [YgWk]YVYbž'i bX'XUg'b]WX'hc\bY'; fi bX''8Yf'U_hi Y`Y
@j Yh]W_Yf'XYf' **C ghgYY!NY]hi b ['cZYbVUfhž'XUgg'5`Ufa g]hi Uh]cbYb
k]Y'J Yf_Y\fgi bZÄ`Yž; Yk U'hXY`_hY'i bX'J Yfa]gghYba Y`Xi b[Yb
hÄ[`]WX '[YgWXY\Yb''8Yg\U'V']gh'Yg'k]WXh][ž]b'Bch'U[Yb'VYgcbYb
ni '\UbXY'b'i bX'X]Y'f]WXh][Yb'GWk]fhY'Y]bni `Y]hYb"**

K Ug'hi bžk Ybb'XUg'l bj cf\Yf[YgY\YbY'Y]bhf]hh3'Ni Yfgh'gc`hY
a Ub'Fi \Y'VYk U\fyb''8]Y'Bchfi Zbi a a Yf']b'8Yi hgWk`UbXž'X]Y'ZØf
U`Y`YVYbgVYXfc\`]WX Yb'G]hi Uh]cbYb []hž'gh'X]Y'%%&''8]Yg'[]h
gck c`\`ZØf': YghbYhn'U'g'Ui Wk`ZØf'A cV]hY`YZcbY''DYfgcbYb'a]h
GdfUWk!'i bX'<ØfVY\]bXYfi b[Yb'\UVYb'VYgcbXYfY'A Ø[`]WX_Y]hYb
i bX'_ØbbYb'Bchfi Zl: Ul Y'Ub'%%\$'cXYf'%%&'gYbXYb'cXYf'X]Y'Bchfi Zl

5dd'bcfU'bi hnYbžk]Y'Ui Z'VV_"Vi bX"XY'VYgWf]YVYb'k]fX"

9fghY'<]`ZY' '9]b'A i gg'ZØf'U`Y

9fghY'<]`ZY']gh'b]W'h'bi f'ja'GhfU»Ybj Yf_Y\`f'YbhgWY]XYbX/
ghUh]gh]gW' [YgY\Yb'ghYfVYb']b'8Yi hgW'UbX'hÀ[]W'Yhk U',
A YbgWYb'ja'GhfU»Ybj Yf_Y\`f"«a'`š\`f'&\$%-`k i fXYb'i b[]Ui V`WY
' "\$- \$'J Yf_Y\`fghc hY' i bX'' , ' "\$\$\$'J Yf`YhnhY' [YnÀ\`hž'XUg'nY][h'X]Y
8f]b[]W_Y]hj cb'9fghY!<]`ZY!A U» bU\`a Yb"8]YgY'A U» bU\`a Yb
_ØbbYb'X]Y', VYf`YVYbgW'UbW'b'XYf'6Yhfc ZYbYb'Yf\`ØYbžk]Y
XYf'6Yf]W'hj cb': YfbUUfnh'XYi h]W'a UW'h"

K Y]» h'Xi ž'XUgg'XUg'9fghY!<]`ZY!NYfh]Z]_Uhi bVY[fYbni[Ø'h][]gh3
Hfchn'XYggYb'k]fX'Ya dZc\`Ybž'X]Y': À\][]_Y]hYb'U`Y'ZØbZ'š\`fY]b
Y]bYa'K]YXYf\`c'i b[g_i fg'Ui Zni Zf]gWYb"8Ybb'Y]b'Y]ba U][Yf
?i fg'fY]W'h'cZi'b]W'h'Ui gž'i a']a'6YXUfZgZU``[YØVh'fYU[]YfYb'ni
_ØbbYb"6YgcbXYfg]b'GhÀXhYb'k]Y'?Ø'b']gh'XUg'j cb'[fØ» hYf
FY`Yj Ubnžk c'XYf'J Yf_Y\`f'i bX'XUg'di `g]YfYbXY'@YVYb'Y]bY
J]Y`nU\`j cb'i bj cf\`Yf[YgY\YbYb'G]hi Uh]cbYb'a]h]g]W'Vf]b[Yb"

A U» bU\`a Yb'VY]'B chZÀ`Yb

6Y]Y]bYa'`B chZU``]gh'gW'bY`Yg'< UbXY`b'[YZfU[h'`B UW'XYa'`X]Y
G]W'Yf\`Y]h'XYf'Y][YbYb'DYfgcb'g]W'Yf[YghY`h']ghž'gc`hY'a Ub'X]Y
GW'UXYbggH`Y'UVg]W'Yfb'i bX'X]Y'%%&'Ubfi ZYb"8UVY']gh'Yg
k]W'h][ž'Ua'HY`YZcb'gc'dfÀn]gY'k]Y'a Ø[]W'ni'gY]b.'GhUbXcfhž'5fh
XYg'B chZU`g'i bX'X]Y'Y][YbY'»XYbh]hÀh]g]bX'YggYbn]Y`Y
«Zcfa Uh]cbYb'ZØf'X]Y'FYhhi b[g_fÀZhY"6]g'X]YgY'Y]bhFYZZYbž'[]h'Yg
fi \][]i bX'i bhYfghØhnYbX'ni'V'Y]VYb'cXYf'Ui W'k Y]hYfY
5bk YgYbXY'i a'<]`ZY'ni'V]hhYb" `B chZU`j Yf\`U`hYb'k]fX'`_Uf
XYZ]b]Yfh'i bX'gc`hY'j cb'U`Yb'a]h'Y]bYa'gYbg]hj]Yb
J YfUbhk cfhi b[gVYk i gghgY]b'VY\`Yfn][h'k YfXYb"

FY[Y'a À»][Y'HY]'bU\`a Y'Ub'9fghY!<]`ZY! ?i fgYb']gh'VYgcbXYfg
k]W'h]["'<]Yf`YfbYb'X]Y'HY]'bY\`a Yf'b]W'h'bi f'X]Y'; fi bX'U[Ybž
gcbXYfb'Ui W'ž'k]Y'a Ub'ja'9fbghZU``f]W'h][]fYU[]Yfh"
J YfgW]YXYbY'<]`Zgc f[Ub]gUh]cbYb'V]YhYb'gc`W'Y'?i fgY'Ubž'X]Y
'XYb'[i hj cfVYfY]hYb'_ØbbYbž'i a'XUg'@YVYb'UbXYfYf'ni'fYhhYb"

8]Y`J YfUbhk cfhi b[`ZØf`XYb`Y][YbYb`i bX`XYb`BÀW ghYb`G]WYf\Y]h
]gh`Y]b`[Ya`Y]bgWUZh`]WYf`5i ZhfU[``8Ybb`Xi fW`gWbY`Yg`i bX
 ØVYf`Y[hYg`< UbXY`b`_ØbbYb`k]f`U`Y`XUni`VY]hfU[Ybž`]b
 ?f]gYbg]hi Uh]cbYb`XUg`F]W`h][Y`ni`hi`b`"

8YhU]`g	
C fh	F c g h c W _ ž ` 8 Y i h g W ` U b X
E i Y ` Y b	<ul style="list-style-type: none"> • k k k "cghgYY!nY]hi b["XY • k k k "VV_"Vi bX"XY • k k k "ZYfbUfnh"WŁa

6Ygi WYb`G]Y`i bg`Ui Z.`b!U["bYh